



**Federal Aviation
Administration**

FOCUSFAA

It's All About You

Issue 12 » September 13, 2005



A Tower With A View	03
Attic Rescue And Reunion	05
A Homecoming Of Sorts	08
Tech Ops Prep Saves Day	10
From Baghdad to Big Easy	13
Your Two Cents	16
Now This	17
AOA Highlights	19
Deviations	25

A Tower With A View



Don't expect Mike Schlegel to panic in the face of the most devastating hurricane the United States has

experienced. He just waited it out — for seven days — in the tower at New Orleans Lakefront Airport.

Schlegel, a controller at Lakefront, was a special operations soldier in the military for 20 years. He learned during those days how to be prepared and self-reliant. He was both when he found out he wouldn't be able to evacuate New Orleans.

Schlegel's plan to hightail it out of the Big Easy turned out to be anything but easy. He quickly ground to a halt amid a massive traffic jam. Knowing that the storm was imminent, Schlegel had a choice: "Do I go back to my ground-level apartment or go to a federal building designed to withstand strong winds?"

So he returned to the tower and watched as the west wall broke and floodwaters washed his car up to the tower. The winds were strong enough to cause the tower to sway about eight inches, and the roar was very loud. The last reading he made of the wind meters clocked the hurricane at 100 miles per hour. The meter doesn't go any higher.

He set up camp on the second floor of the building with three days worth of provisions. "Because of my [military] training, I was prepared to live for 72 hours on my own," he explained. "I knew that the federal government would take care of me after 72 hours."

Because of no communications, FAA was unsure of his whereabouts for days. Diana, his wife, told agency officials that in the military Schlegel was the first in and last out. "Knowing him," she said, "he would have plenty of water."

The federal government arrived right on time. Three days after the hurricane,

A Tower With A View

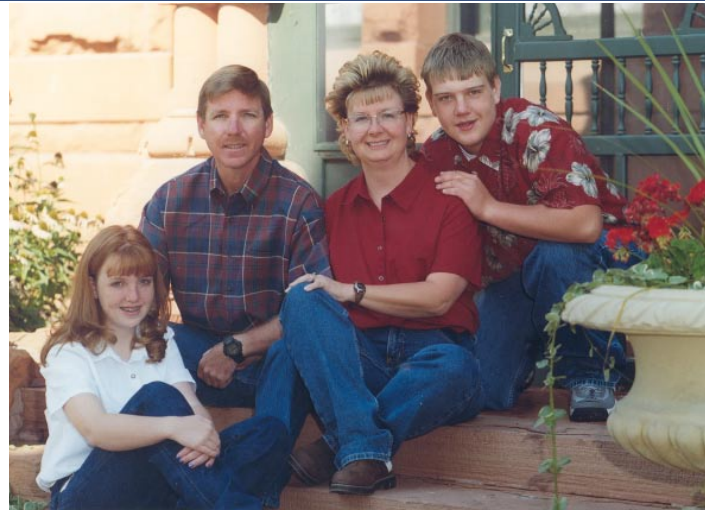
helicopters landed at the airport and dropped off food. But Schlegel had no plans to leave.

Knowing of his military background, the airport manager asked him to advise coast guard helicopters flying into and out of the airport. "They needed somebody to talk the lingo," said Schlegel. "They were all military guys and I've been talking to them all my life."

Most of the evacuees brought to Lakefront were in good shape, but there were some "real hardship cases," he said.

One man had been trapped in his attic for four days without food or water. An elderly lady was brought in on an old rocking chair because there was no stretcher to carry her.

Schlegel admits to being personally unaffected by the drama unfolding around him. "I have seen this my whole career. You watch your buddies die. These people are alive and they're going to be well."



Mike and Diana Schlegel with their daughter, Laura, and son, Kerby.

He said his wife wasn't particularly worried about him and the lack of communication. "She's used to all that," he said. "She's the perfect wife for a military person."

His house and car were flooded, but he brushed that off. "They're all replaceable," he said. "There's nothing that I can't walk away from in 30 minutes. That's the way I live."

Schlegel is on leave with his family in Colorado, but his mind is still back in New Orleans. "I wish they'd have left me there. I was helping out," he said. ✈

Attic Rescue And Reunion

Ashley Massarini knew he was in trouble when the water reached waist high — in his house. That's when he and his wife, K'Teri climbed into the attic to ride out the storm.

Even though their home will likely be condemned, Massarini, an air traffic systems specialist at New Orleans Lakefront Airport, sounded remarkably upbeat when reached at his mother's house in Lacombe, Louisiana. "We don't really have a choice," he said in a matter-of-fact tone.

The potential for a family tragedy was great. The Massarinis sent their 9-year-old son out of Slidell, Louisiana before the storm hit, but the couple decided to wait it out in their own home. "Honestly, I didn't believe it was going to be that bad," he admitted. "And supposedly" — a little contempt sneaking into his voice on that word — "I lived in one of the protected areas of the parish" that had never flooded before.

The winds kicked up about 10 a.m. on August



The Massarini family.

29. At 155 miles per hour, they started snapping trees. About 1 p.m., the water started rising. For several hours, it remained at four feet, Massarini recalled. Then in just 45 minutes, it surged another five feet. That's

Attic Rescue And Reunion



The Massarini home lies semi-submerged.

when the couple headed for the attic. Ironically, it wasn't fear of drowning that caused him the most concern. "At that point I was thinking, 'I hope a tree doesn't fall on the house.'"

After nightfall, Massarini heard the welcome

voice of his brother, who had paddled to his house on a boat. "Ashley, are you in there?" he recalled hearing. When he answered back, his brother responded with a curt, "Are you [expletive] stupid?"

"I asked him where we

were going, but he just said get out of the house and into the boat."

The worst thing was being away from his son. "I decided when it was all over, I was coming to Lacombe to reunite with him. It didn't matter how I was getting here — walking, paddling a boat, swimming."

Things got off to a rough start once they reached Lacombe. Massarini bought a generator that didn't work. He bought a truck, but the alternator went out on it. He got another generator and

Attic Rescue And Reunion

rebuilt it, but gasoline couldn't be found. "The quest for gasoline is like the movie, Mad Max," he said. "People are losing their lives in this area over fuel."

A group of people one street over appeared to have looting in mind, but they were "interrupted," Massarini said. How so? "Twelve-gauge," he said succinctly.

After more than a week without electricity, Massarini's cousin drove from Houston to deliver gasoline and an alternator, then turned

around and went home. The generator ran noisily in the background during the conversation.

Massarini awaits word from his insurance companies to get a rental car and his home inspected. "When that happens, and I know that things are going to be taken care of, then I'm going to work," he said.

Massarini said that Jerry Daily, manager of the Gulf Coast System Management Office in Houston, has been very supportive. He is cutting work orders to bring

Massarini to Houston where he will likely find temporary housing while he works out of the SMO there. ✈

✓
✓
A group of people one street over appeared to have looting in mind, but they were "interrupted," Massarini said. How so? "Twelve-gauge," he said succinctly.

A Homecoming Of Sorts

Issue 12 » September 13, 2005

Page 8

Terry Wilmeth knows first-hand about the destructiveness of hurricanes. Hurricane Elena destroyed the military housing in which he and his family were living while stationed in Biloxi, Miss., in 1985.

"You suddenly realize you're not going to have telephone, sewage, electricity, water. When you've lost that, you've just stepped back 200 years," he said.

So when Katrina struck, Wilmeth, a safety inspector out of the Portland (Ore.) Flight Standards District Office, knew he had to do something for his hometown and the city where his children were born. It also happens to be the home of Suzuki City, his first motorcycle race sponsor that subsequently helped him start his

career racing all-terrain vehicles (ATVs) for a national race team.

Wilmeth uses the media exposure he has received from breaking Guinness Book of World Records for all-terrain vehicles on behalf of various charities. Earlier this year, he conducted a drive for the victims of the Indonesian tsunami, raising several pallet loads of much-needed bottled water and blankets.

Wilmeth organized his ATV racing associates to collect funds for Katrina



Wilmeth organized a drive that filled this truck with provisions for Hurricane Katrina evacuees.

A Homecoming Of Sorts

Issue 12 » September 13, 2005

Page 9

victims, which he used to buy 30,000 bottles of water. “You could have knocked them over with a pin,” Wilmeth recalled, referring to the reaction of Mississippi emergency staff when they heard what he was planning to ship. “They were amazed people as far away as Oregon would do something like this.”

Mississippi officials mentioned they were in dire need of diapers and baby food. Wilmeth got the local newspaper to print the request and staged a 6-hour collection the next day.

Many coworkers in the FSDO stepped up to help in their off hours, especially Jerry Baas, another FSDO inspector, who helped with the collection and loading; and Hank Baller, who supported their efforts.



Helping Terry Wilmeth (right) with the charity drive are (from left) Cindi Maples, Blythe Berselli, Frank Wallace and Gary.

Wilmeth’s wife got Evergreen International Airlines, a cargo carrier, to loan them a semi truck to haul the goods south.

“It went very well and we sent 30,000 bottles of water, thousands of diapers and several pallets of infant food to Gulfport,” Wilmeth said. ✈

Tech Ops Prep Saves Day

Issue 12 » September 13, 2005

Page 10

Hurricane Katrina hadn't yet made landfall but employees from Technical Operations in the Gulf Coast were already preparing for her arrival.

The system management offices (SMOs) in Houston, Texas, and Montgomery, Ala., served as the focal points for Technical Operations in Louisiana and Mississippi, respectively. The work they did ahead of time minimized damage to equipment and allowed air traffic control capabilities to be restored remarkably fast.

Preparations began as early as Aug. 25, four days before the hurricane hit. Fuel tanks were topped off, access

doors to radomes were shrink wrapped to keep the wind from blowing them off, and monitoring antennas were removed to prevent them from becoming projectiles or being damaged. Radar sails were rigged to allow them to spin freely in the wind. Approach light towers were lowered and tied down.

After the storm hit, local supervisors and Technical Operations specialists assigned to facilities affected by the storm immediately began to assess the damage. Additional damage assessment teams from other areas descended on the region to assist. "The first concern is always the well being of our



Chuck Murphy, a damage assessment team lead, participates in a planning session.

employees," said a Tech Ops official, "followed closely by the impact of the hurricane on the National Airspace system."

The day following the storm, the damage assessment teams consulted with the Atlanta Emergency Operations Center and the Houston and Montgomery SMOs regarding their needs. It quickly became apparent that engine generators, fuel

Tech Ops Prep Saves Day

Issue 12 » September 13, 2005

Page 11

and water were going to be immediate needs lasting for weeks, as initial forecasts indicated that return of commercial power, long distance telephone service and clean water were at least a month away.

The Logistics Center in Oklahoma City fulfilled nearly 100 requisitions for replacement equipment, with another 42 filled by the regions.

Tech Ops officials began negotiating with the National Guard to provide security for employees and equipment moving into the area.

Many employees sacrificed securing their own homes

to prepare FAA facilities for the storm. Some returned to work immediately afterwards despite damage to their homes.

Many employees who work for the Montgomery and Gulf Coast SMOs suffered property damage, and at least four employees lost their homes.

A crew out of Atlanta arrived and rebuilt three localizers — part of the ILS navigation aid — in a week, a process that normally takes two weeks. The VOR navigational aid at Gulfport-Biloxi was so badly damaged it had to be demolished. The portable replacement was installed, optimized and flight checked in a matter of days,



A Tech Ops employee uses plywood to replace blown-out windows on two sides of the Gulfport-Biloxi tower.

a process that often takes several weeks.

Two sides of the Gulfport-Biloxi tower were damaged. Tech Ops rebuilt the walls and covered the gaping windows with

Tech Ops Prep Saves Day

Issue 12 » September 13, 2005

Page 12

plywood to get the tower back in use.

"You can't describe the teamwork," said Chris Quinn, manager of the Gulfport-Biloxi SSC. "We're overwhelmed with crews and equipment. If you clicked your fingers, by God it was there. I've never witnessed anything like that in my career."

The Gulf Coast SMO staged employees within minutes of critical facilities to ensure they were able to respond immediately. First responders to the tower and TRACON at New Orleans International Airport removed water that had penetrated into the facility

and began an assessment of all FAA systems. These individuals worked throughout the night and into the next day, restoring key equipment and services at the airport. As a result of their efforts, the tower resumed operations early the following morning.

Tech Ops employees from the New Orleans System Support Center used their own vehicles to move trees that covered the road to access the Slidell radar facility and bring it up for operation.

Tech Ops employees from other parts of the Central Service Area expanded their relief efforts beyond

FAA. Airport operations at New Orleans International Airport were limited to daytime hours because the city's backup generator could not provide power for runway edge lighting. FAA technicians and engineers helped troubleshoot and repair the city's 600KW generator.

"During these past few weeks, our Technical Operations workforce has proven to everyone their capabilities and dedication by the quick response and restoration of critical aviation services," said Jo Tarrh, director of the Central Service Area. ✈

From Baghdad to Big Easy

Issue 12 » September 13, 2005

Page 13

To mutilate an old expression, David Haddad had jumped from the frying pan into the sink. Just about a year ago, Haddad, an operations manager at the Houston Center, finished his second tour of duty in Iraq assessing aviation needs on behalf of FAA. The experience he garnered there made him the prime choice for an emergency shift in swampy New Orleans after Hurricane Katrina hit.

FAA officials notified Haddad at 1:30 p.m. on Aug. 29 to be at the airport in two hours for the flight to Baton Rouge, where a helicopter awaited him for transfer to New Orleans International Airport. His mission was to do an assessment of the airport and its navigational aids and open the TRACON radar room.

The professionalism of the controller workforce was immediately evident to Haddad. "The VFR tower was open when I got there," he recalled. "There were three people in the tower and additional controllers reported to work while I conducted the airport assessment." By the evening of Aug. 30, a dozen controllers were working, sleeping and living in the tower.

"They came in because they knew we had a mission to take care of," he said. "We didn't have electricity [but] everything was under control. It was pretty remarkable," he added. Haddad specifically cited a Technical



Lines of helicopters swirl into New Orleans International Airport delivering supplies and evacuees.

Photo: Ted Mallory

From Baghdad to Big Easy

Issue 12 » September 13, 2005

Page 14

Operations employee, who went by the nickname "Vee," for getting equipment running. "That guy got everything running and certified that we needed."

Tech Ops worked cautiously to validate the TRACON radar system, which had been shut down for hours, and ensure its reliability. After radar achieved full certification, the FAA began limited approach control services by 5 p.m., less than 10 hours after Haddad's arrival.

The tower and TRACON stayed open all night. "We were getting enough traffic to keep us busy," he said. "The next day is when all hell broke loose."

Before the hurricane New Orleans International Airport handled on average 400-500 operations per day. Beginning Aug. 31, and running from 8 a.m. – 9 p.m., tower controllers handled 1,600 operations per day for four days, the vast majority of which were helicopters transporting evacuees.

With the cooperation of tower personnel, Haddad implemented two tower controller positions (local controls) which worked airplanes flying into airport; one position focused on helicopters landing evacuees and patients for the triage center at Terminal D; and the other position worked helicopters flying east and westbound along with all the fixed winged traffic landing at and departing the airport.

"We set it up almost like Oshkosh. We couldn't use call signs, so we went by



The scene from the New Orleans International Airport tower.

Photo: Ted Mallory

From Baghdad to Big Easy

Issue 12 » September 13, 2005

Page 15

aircraft types" to line up helicopters and airplanes coming in to land.

Haddad knew that burnout was a real danger, so he assigned a spotter to each of the tower controller positions. "If the local controller's voice started cracking, or there was any appearance of fatigue, the spotter automatically assumed responsibility for the position," Haddad said. "The controller was immediately relieved and put on mandatory rest."

The grind was telling. Controllers who normally work shifts of several hours were usually rotated out every hour. But because of their effort, the FAA helped move 20,000 evacuees through the airport in 3 1/2 days.

"The hardest part was no communication," Haddad said. "There was no communication with the TSA, FEMA or air marshals. All land lines were out of service. We never knew what was going on outside of the control tower. That's what really made it difficult."

Small gestures made a big difference for the 30 controllers living on site with no showers and few cots. One FAA jet delivering supplies to the airport brought in 20 pizzas as a surprise. "That really boosted everybody's morale," said Haddad. "You would have thought everybody had been given a \$10,000 bonus."

Airlines too appreciated their effort. Southwest Airlines brought in sandwiches and drinks, and Delta brought in fruit and other goods that made a desirable alternative to the military ready-to-eat meals and canned foods. "The airlines treated us really well."

Haddad's temporary duty lasted one week. Looking back on the experience, he said, "You couldn't ask for a better group of people, I can tell you each controller there gave 400 percent and that include the Tech Ops people. I was very proud to be part of that process." ✈

Your Two Cents

Feedback

The devastation wrought by Hurricane Katrina and criticism of local, state and federal response to the crisis have overshadowed FAA's role in disaster relief.

To say the agency and its employees went above and beyond to help countrymen in the Gulf Coast is understatement. Frankly, in the nine years I've worked for FAA, "above and beyond" is pretty normal for this agency.

Take the example of Mike Schlegel, whose story is told in the People section ("A Tower With A View"). His military training kept him prepared for the disaster, which he rode out in the deserted New Orleans Lakefront Airport tower. Within days, he had volunteered to help direct Coast Guard helicopters flying into and out of the airport with evacuees.

Then there is Terry Wilmeth from the Portland (Ore.) FSDO. He helped organize a charity drive among his racing buddies that packed a semi-trailer with 30,000 bottles of water and supplies of diapers and baby food for shipment to Mississippi. Read about him in "A Homecoming Of Sorts."

To appreciate the resilience of agency workers who have faced severe property damage and loss, check out Ashley Massarini's story, "Attic Rescue And Reunion."

The good news is that no FAA employee perished in the hurricane. But five employees are believed to have lost their homes and five other FAAers cannot live in their homes due to damage. Seven employees saw their homes suffer various degrees of damage, but are living in them.

There are plenty of other stories out there about coworkers who did their normal "above and beyond" work, or who survived the hurricane in harrowing conditions. Focus FAA would like to hear them. Email your stories to jim.tise@faa.gov. ✈

— Jim Tise
Focus FAA Editor



Now This



The stories in the wake of Katrina speak for themselves.

Just before the hurricane hit, some Tech Ops employees were staged within minutes of critical facilities. They put themselves on the line to speed the recovery when the worst of the storm was over.

One group – specialists Karl Fox, Thomas Mapes, Alfred Pleasant and Lakefront supervisor Valdrie Buford – were the first to get to the tower and TRACON at Louis Armstrong Airport. They

removed water that had penetrated the facility. After an assessment, they worked through the night and into the next day. They restored equipment and services. As a result of their extraordinary effort, the tower resumed operations early the following morning.

Two other Tech Ops stars – specialist David Denman and supervisor Frank Landrum – used their own vehicles to move trees that blocked an airport surveillance radar. Then they set to work with the equipment.

On the Air Traffic side of the house, David Haddad, the ops manager at Houston Center, served as acting manager at Armstrong during the first seven days following the hurricane. This allowed Stan Massett, the Air Traffic manager there, to tend to his severely damaged home and track down family members. Frank Fouchi had stayed in the Armstrong tower during the entire storm. He was the only controller on duty when Haddad arrived. Together, they conducted an airport, NAVAID, and runway assessment.

Now This

When all was said and done, Armstrong evacuated almost 20,000 people through the terminal in three-and-a-half days. In the ATO manuals, there's no listing for "courage" or "perseverance," but it's there, just the same.

These folks, along with hundreds of others, have been the mainstays that allowed the system to be put back in operation. They brought the lifeline of aviation to the Gulf Coast. It didn't stop there. Central Terminal Operations has received over 420 requests

from volunteers representing 98 facilities from Eastern and Central Service Areas wanting to work at Armstrong in the months to come.

I can't say enough about the immense pride I feel. Knowing that this agency was able to jump start the largest airlift on our soil in American history is a tribute to a group that knows how to get the job done. The technicians, controllers, security, emergency communications and regional support personnel all

contributed to get that job done.

And then there are the volunteers who stepped forward to offer housing, RVs, clothing, food, and money. The list is long, and it shows once again that the FAA walks the talk of service and safety. When the chips are down, the FAA steps forward. And America knows it can count on the FAA to stay that way. ✈

— Marion C. Blakey

AOA HIGHLIGHTS

EXECUTIVE SUMMARY

Note: Please keep in mind that links to some outside publications mentioned in AOA Highlights work for only a few days and after that many publications no longer provide free access.

Putting the Pieces Back Together:

FAA steps up big in response to Hurricane Katrina. We need your assistance to help us tell us the many ways we did that.

Blakey Creates Fund for FAA Employees:

An FAA account set up through the Federal Employee Education and Assistance Fund where employees can donate

money to help fellow employees.

Applying for Emergency Assistance?

Here's how to apply for assistance from that fund.

New Head of International Office Appointed:

Joseph H. Bogosian is the new FAA Assistant Administrator for International Aviation. He replaces Doug Lavin.

A Tip of the Hat to the Airlines:

U.S. airlines participating in the New Orleans airlift evacuated more than 11,000 people out of the disaster zone over 72-hour period.

FAA and NATCA Negotiators to Resume Talks September 19:

After a week of talks in Minneapolis, talks are in recess from September 5 – 16.

Deputy Administrator Outlines Overall Approach to Labor Negotiations:

Sturgell discusses four broad principles that apply to all labor negotiations.

THE LAST WORD:

Some personal reflections on the agency, following its performance in the aftermath of Katrina.

AOA HIGHLIGHTS

Putting the Pieces Back Together:

With a major American city in ruins, huge loss of life, homes destroyed, and survivors facing a long, uphill road to get their lives back together, it might seem inappropriate at this time to wave the flag about the great job FAA has done — and continues to do — as part of the Katrina recovery effort. But, in all disasters, there are people who crank it up a notch or two and perform heroically at these times. That is always part of the larger story, and FAA's role is a crucial part of this larger story.

In a Focus FAA editorial this issue and in her messages to employees last week, the Administrator has repeatedly highlighted the fact that FAA stepped up big time in response to Katrina. And, she has urged us to tell this story and the many individual stories that make up the larger picture.

Focus FAA editor Jim Tise has several people articles in this issue, and he is asking for your help in identifying FAA people whom he can highlight in subsequent issues. We'll never capture all the stories — way too many and not enough space — but we can do what

we can. Please help us, and don't forget the old adage: a picture is worth a thousand words.

Administrator Creates Fund for FAA Employees:

As soon as the scope of the disaster became evident, employees from all over the country began asking how they could help their FAA brothers and sisters who were affected by the hurricane. Many wanted to send cash.

So, earlier this week, the Administrator sent a note to all employees announcing a fund that FAA employees can use to [donate money to FAA employees affected](#)

AOA HIGHLIGHTS

by Hurricane Katrina.

Here is the full text of the Administrator's message.

"FAA employees from all over the country are asking how they can directly help their fellow employees recover from Hurricane Katrina.

Many are volunteering time, food, and clothing, and some have even volunteered to open their homes to evacuees.

"As of this evening, we have also set up an account through the Federal Employee Education and Assistance Fund, which provides grants and loans to federal employees in disasters. This fund will allow

you to donate money specifically to FAA employees affected by the disaster. Go to the employee site to Federal Employee Education and Assistance Fund. There you will find a link to "information on where to send your cash or CFC contributions and how to designate FAA employees as the recipients.

"Thanks again for your magnificent response to this human tragedy that has affected so many in the FAA family."

Applying for Emergency Assistance?

We later discovered that instructions for donating

money to the Federal Employee Education and Assistance Fund were clear, or at least as far as we know. What was not so clear is how FAA employees affected by Hurricane Katrina apply for money from that fund. So, we later provided a link to a specific site on the Fund site explaining [how to apply for assistance.](#)

Incidentally, the reason the Administrator asked an outside charity to handle cash donations is that FAA cannot accept cash donations. And the reason employees can donate to this fund without running afoul

AOA HIGHLIGHTS

of OPM regulations is that this year OPM is permitting agencies to use a participating CFC charity such as this to provide relief for hurricane victims.

FAA employees from around the country also have been volunteering their time, food, and clothing while some have opened their homes to evacuees. To handle those generous offers, John Shamley in the Office of Human Resource Management has been designated the single point of contact. He can be reached by email at john.shamley@faa.gov or

by phone at (202) 385-8010.

The best way to stay up to speed on all these issues is to check the [employee website](#) regularly for updates.

New Head of International Office Appointed:

On September 9th, the Administrator announced that Joseph H. Bogosian has been appointed as the agency's new Assistant Administrator for International Aviation. (See her [Administrator's Message](#) to all employees.)

Bogosian comes to FAA from the U.S. Department of Commerce where he

last served as Deputy Assistant Secretary for Manufacturing. He started at Commerce as Deputy Assistant Secretary for Transportation and Machinery in August 2004, with responsibility for the Office of Aerospace.

He also has extensive private sector experience in international affairs. As Vice President at McGuire Woods Consulting, and earlier, as Vice President at The Jefferson Group/Jefferson Waterman International, he counseled foreign governments and

AOA HIGHLIGHTS

corporate officials on international business development strategies and execution.

Bogosian becomes the second to head up the FAA Office of International Aviation since it was established in February 2003 as a separate office reporting directly to the Administrator. He replaces Doug Lavin, who left FAA in March for a senior vice president's position with the International Air Transport Association.

A Tip of the Hat to the Airlines:

While we want to discuss the phenomenal job FAA

employees have been doing to help the battered Gulf area recover, we also need to acknowledge the job the airlines did. According to Aviation Daily: "U.S. airlines participating in the New Orleans airlift evacuated more than 11,000 people out of the disaster zone over the weekend, temporarily making the city's airport one of the busiest in the nation.... "From Friday to Sunday, more than 200 civil and military aircraft shifted 20,000 people from New Orleans Airport, with the airlines accounting for more than half the total."

FAA and NATCA Negotiators to Resume Talks September 19:

Joe Miniace, FAA's Deputy Assistant Administrator for Strategic Labor Relations, reports that FAA management and NATCA negotiators met the week of August 29 in Minneapolis and that they are making progress. He says talks are in recess from September 5 – 16 and will resume on September 19 in Washington, D.C.

AOA HIGHLIGHTS

Sturgell Outlines Overall Approach to Labor Negotiations:

On the opening day of the recent four-day ATO Leadership Summit in Washington, D.C. Deputy Administrator Bobby Sturgell participated in a Labor Management Relations panel, along with Joe Miniace and some ATO vice presidents. Among the issues Sturgell discussed was FAA's overall approach to labor negotiations, including the broad principles that apply to all labor negotiations with FAA's 49 bargaining units, including PASS and

NATCA, our two largest unions. They are:

- Affordable long-term pay structures
- Managerial control over field operations
- Equity across employee groups
- Pay for performance

The Last Word:

During the past week, I listened in on many of the telecons the Administrator and Deputy Administrator had with FAA people around the country to coordinate FAA's efforts. Even though I have been in this agency for more than 31 years now and know all

the skeletons and what closets they're in, I was struck once again by the number of highly competent, professional, caring people we have in this agency. This may sound corny and like so much feel-good pap from the corporate suite, but it's not. This is a wonderful agency that does extraordinarily good things. It does so every day, but sometimes it takes a crisis to drive that home. ✈

Gerald E. Lavey

**Deputy Assistant
Administrator for Internal
Communications**

Deviations

Issue 12 » September 13, 2005

Page 25

